

PDPW MANAGERS memo

March 9, 2012

Keep reading to see these highlights and more:

- Klinefelter Money Webinar Series
- Children can still lend a hand
- Are you done yet? Unlearn the procrastination habit

Thanks,
PDPW

For Your Dairy Business:

IDEAS, INPUT WANTED. In its continual effort to provide education-based programs that help dairy producers succeed, PDPW is seeking suggestions from dairy producers and allied industry partners regarding what workshops are wanted. Identifying workshop topics and planning for fall 2012 through spring 2013 workshops will begin shortly, so please contact the PDPW office, via email or phone, with your suggestions. And thank you to all who made the past 12 months of educational events so successful!

THE MONEY WORLD: IT'S CHANGE ON DAIRY. It's not too late to register for the Monday, May 14, World Class Webinar hosted by Dr. Danny Klinefelter. Klinefelter will zero in on scenario planning and help you consider the impact of different outcomes and develop contingency plans to address uncertainty and volatility. He'll share examples and case studies so you can get a first-hand look at how scenario planning can fit into your business. Cost is \$100 for PDPW members and \$125 for non-PDPW members—and you can crowd as many people around the computer to participate as you want for one fee. And, if you have a date/time conflict with the noon start time, you can watch a fully recorded version at your leisure. For more information, please go online to www.pdpw.org or call PDPW at 800-947-7379.

FARM CHILDREN CAN CONTINUE HELPING OUT ON THE FARM. The Labor Department is withdrawing its controversial proposed rule dealing with children under the age of 16 who work on farms and, according to a statement from the Labor Department, would not pursue its revision as long as President Barack Obama is in office. A statement from the Labor Department explained "The decision to withdraw this rule—including provisions to define the 'parental exemption'—was made in response to thousands of comments expressing concerns about the effect of the proposed rules on small family-owned farms." The statement continued, ". . . the departments of Labor and Agriculture will work with rural stakeholders—such as the American Farm Bureau Federation, the National Farmers Union, the Future Farmers of America and 4-H—to develop an educational program to reduce accidents to young workers and promote safer agricultural working practices." Yes, it pays to voice your opinion and to be politically active. And now our young people can continue to be given valuable opportunities that will help them develop a deep and long-lasting respect for work while contributing to their families' business.

WANT TO IMPROVE PERFORMANCE IN PREWEANED CALVES? Research shows providing consistent nutrient content delivered at the desired temperature and appropriate time can make a difference. Bob James, extension dairy specialist, dairy nutrition, Virginia Tech, Virginia State University, urges calf feeders to use scales to weigh the water and the milk replacer powder. Milk replacers should be mixed to 12.5% to 15% solids, "which means adding 1.25 lb. of milk replacer powder to 8.75 lb. of water or 1.5 lb. of powder in 8.5 lb. of water." One can assume that the weight of a gallon at 1.5% solids is approx. 8.62 lb. A second protocol James advises feeders to follow is to use a battery-operated thermometer to measure temperature of the liquid. He says, when feeding calves using buckets, feeders should periodically check the temperature to make certain it hasn't gotten too cold. An added benefit: Using scales to weigh powder and water can reduce overfeeding or wasting milk replacer powder.

A LABEL IS MORE THAN A PIECE OF PAPER. Every pesticide container has a label, and it is a legal document and required reading as it provides directions needed for mixing and application and other production information. More importantly, it tells you how you must protect yourself. Signal words on every pesticide label tell the level of toxicity of the chemical. The word "Caution" appears on products with a relatively low level of toxicity. The word "Warning" generally indicates a product that is moderately toxic by one or more routes of exposure: dermal, oral, eye and inhalation. Product labels carrying the words "Danger" or "Danger-Poison" imply highly toxic products and require specific protective measures. Always follow directions and protect you, your employees and family members.

For Your Business Mind:

ON AVERAGE, 45% OF OUR DAY IS SPENT LISTENING, 30% is spent speaking, 16% spent reading and 9% spent writing. Yes, listening is an important skill. It can increase knowledge, generate ideas, show respect and build relationships. Here are nine tips to becoming a better listener: 1) Look at the person speaking. 2) Don't interrupt. 3) Focus on understanding. 4) Determine the need at the moment. 5) Check your emotions. 6) Suspend your judgment 7) Sum up at major intervals. 8) Ask questions for clarity 9) Always make listening a priority.

A PROCASTINATING KING OR QUEEN? Time management expert Jennifer Nelson says procrastinating isn't a time-management issue. It's usually about doing a task we'd rather put off, and scientists insist procrastinating has no benefits. If you procrastinate because you have an "all-or-nothing thinking," then Nelson says pace yourself. Break the task up into small chunks and just get started. Once you get started, the perception of the task changes. If you procrastinate because you're afraid if you finish and your project comes out less than stellar, Nelson advises "get over yourself and surround yourself with people who are doers, who help you get things done or are good non-procrastinator role models. . .and learn from them." If you procrastinate because it's hard to do something you don't want to do, then alternate tasks doing something you like to do with something you don't like to do. In other words, reward yourself for doing the task you once were procrastinating about. And, finally, remember that no one is born a procrastinator. Procrastinating is a learned trait—and all learned traits can be unlearned. Warding off procrastinating takes willpower and willpower is like a muscle and can be strengthened to help you beat procrastination.

10 AND 2 ARE OUT. 9 AND 3 ARE IN. If you're among those taught to put your hands on your car's steering wheel at 10 and 2, then it's time to change your driving habit. The National Highway Traffic Safety Administration and many driving instructors now say you should grip the wheel at 9 and 3 o'clock. Why? Because it's safer. After all, the higher up the steering wheel your hands are, the more likely they are to be directly over the plastic cover when the airbag deploys at 150 to 250 mph.

YES, THERE'S POWER IN POWER NAPS. If your days are long and nights are short, then daytime naps can be one way to treat sleep deprivation. Sara C. Mednick, PhD, assistant professor of psychiatry at the University of California, San Diego, and author of *Take a Nap! Change Your Life*, says, "You can get incredible benefits from 15 to 20 minutes of napping. You reset the system and get a burst of alertness and increased motor performance." The length of your nap and the type of sleep you get influence the brain-boosting benefits. Mednick says the 20-minute power nap is good for alertness and motor skills.

BOOK REVIEW: Working with Emotional Intelligence. If you have employees, then this Daniel Goleman book is for you—and for your employees. Research and real-world experience has shown that success in job performance and advancement isn't based primarily on one's IQ or the classes taken in school. Success hinges on your emotional intelligence, a set of skills anyone can acquire. Using case histories of triumphs, disasters and amazing turnarounds, Goleman identifies this set of skills, explains their importance and shows how these skills can be fostered. He delves into personal competencies such as self-awareness, self-regulation and motivation and the social competency of empathy and skills for inducing desired responses from others. While this is a long book, you will learn how emotional intelligence can be nurtured and strengthened in all of us.

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